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Individual Mobilization Augmentee Program

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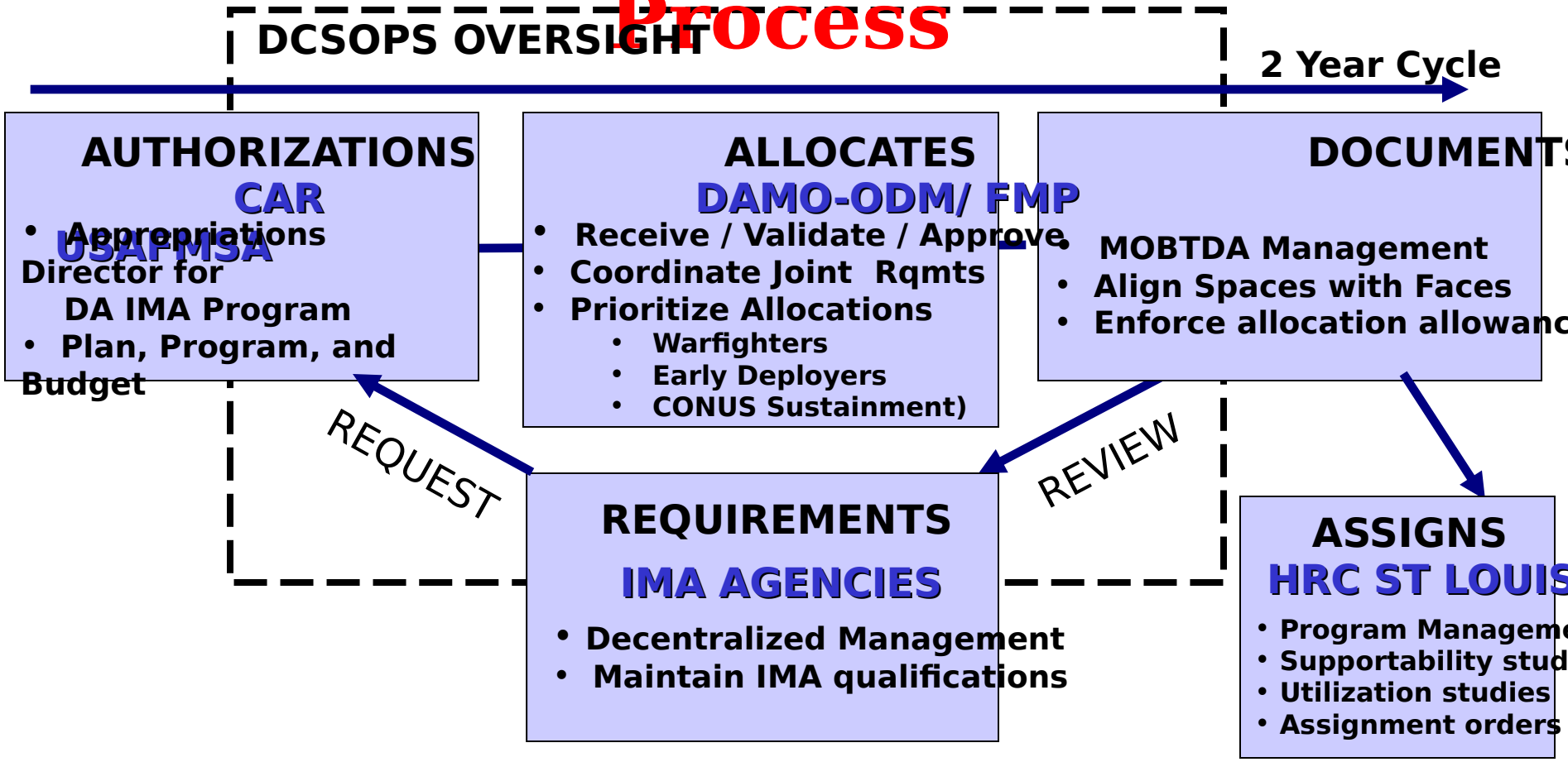
INDIVIDUAL MOBILIZATION AUGMENTEE (IMA) ALLOCATION

AUTHORITY

AR 140-145 Paragraph 1-7b(3):
DCSOPS HQDA will:

Allocate and distribute all available IMA authorizations as necessary to best support the Army's highest priority commands/agencies based on their respective missions. (IMA allocation and distribution decisions will normally be reviewed and updated by HQDA, DCSOPS (DAMO-ODM) every 2 years, unless the Army's IMA strength is dramatically altered by Congressional appropriation action in the year of execution)

IMA Allocation Process



IMA Allocations Process

- CAR determines number of allocations based on congressional appropriations
- DCSOPS establishes priorities and distribution
- Human Resources Command manages program and supportability
- USAFMSA documents all MOBTDAs

It is a unit responsibility to recruit and fill IMA v

Allocations Methodology

- **Phase I**
  - Identify Required Force Structure Changes from Previous Year (Verify PAC Codes, UIC assignments, MACOM structure, Joint Rqmts)
  - Update "IMA Position Analysis Report" – HRC
  - (Includes USAFMSA's TAADS data via AORS)

- **Phase II**
  - OCAR Provides Allocations Guidance
  - DCSOPS ICW HRC Develops "Allocation & Distribution Plan"
    - ✓ Identify Bill Payers or Recipients
    - ✓ Coordinate with USAFMSA, HRC IMA Technicians and JCS J-1
    - ✓ Verify impact of proposed changes

- **Phase III**
  - Update Allocation Spreadsheet
    - ✓ Assigned IMAs
    - ✓ Number of DIMAs
    - ✓ Percent Filled (Allocated Positions vs. Assigned IMAs)
    - ✓ Number Vacant greater than 1 years
    - ✓ Percent Trained (not required during high mobilization periods)

- **Phase IV**
  - CMD Review: Director – Operations, Readiness & Mobilization Direc
  - Distribute Allocation Memo

Rules of Engagement

- CAR directed reduction of 2000 additional spaces from IMA Pr
  - FY 04 (from 11,000 to 8,000 spaces) … -3000
  - FY 05/06 (from 8,000 to 6,000 spaces) … -2000
  - FY 06/07 (from 6,000 to 5,500 spaces) … -500
    - ✓ Set aside 2,500 spaces for Individual Augmentee Progra
    - ✓ USARC will manage the IA program
- Priority of Effort
  - Warfighting Combatant Commanders
  - Early Deployers
  - New Structures
  - CONUS Sustaining Base
- Focus on Saving Faces vs. Spaces (assigned personnel)
- Allow for 10% growth over current assigned strength (Using th
- Eliminate positions that have been vacant longer than one yea
- Consider Percent filled (assigned) (Less Than 35%)
- Consider Percentage of Soldiers trained
  - * Mobilized
  - * DMOSQ'd

Revision of AR 140-145, IMA program (lead - HQ

Supportability Challenges

- **Consider Reduction in general MOSs not requiring special tra**
  or habitual relationships (Enlisted - 71Ls, 75Hs, ...Officers –

- **Hard to fill positions**
  - **Insufficient numbers of MOS not in IRR pool**

- **Accessions Not Authorized from all sources**
  - **Active Component**
  - **National Guard**
  - **Troop Program Units**
  - **Individual Ready Reserves**

- **Security Clearance Requirement (...too high)**

- **Inability to train soldiers to fill a position**
  - **MOS Reclassification training**
  - **Time consuming, i.e. Special Forces, Doctors, Intel...**

Current allocations is not a ceiling...

Individual Mobilization Augm
The Army Reserve:
The essential provider for training and support operations, engaged worldwide with ready soldiers
for Corps of Engineers